TECHNIK**UN**



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ECHNIK**GN**

Foreword

Gender equality is about fundamental human rights and is integral to our commitment to being a leading research service company.

We are proud for having made substantial contributions in advancing gender equality in international research services.

Considerable effort has been made to increase the representation of women in leadership positions, to reduce the gender pay gap and to promote workplace flexibility.

We developed a range of strategies and policies on gender equality including this Gender Equality Strategy and Action Plan and provisions in our Enterprise Agreements.

Over 65% of our staff and interns are women, 50% of our managers are women and we have a 75% rate of females in the position of European project leaders.

We continue to build further upon this foundation for diversity and gender equality. To hold our position as Europe's leading industrial research services SME it is critical that we utilise the skills and capacities of everyone, from external service providers, subcontractors, in-house consultants, trainees, employees, the management team and our shareholders.

To progress gender equality further, we must also continue to challenge the beliefs and attitudes that are undermining progress. We must expand our focus on workplace flexibility and be more innovative and creative in how we overcome the barriers that women and gender diverse individuals face. While we have the policies and procedures in place, more dialogue and action is needed to help address these challenges.

We continue to enhance and fortify our reputation as one of the leading engineering SMEs in gender equality effort.

Klaus-Michael Koch

Dr. Klaus-Michael Koch

Founder of TECHNIKON

Goals

According to the European Gender Equality Index (Published by the European Commission in 2020¹) Austria ranks 13th with a score 66.5 out of 100 points which is 1.4 points lower than the EU's average. We are committed to advancing Austria's and Europe's position and to provide our share.

Our Gender Equality Plan reflects and underpins our commitment to advance gender equality, to ensure a great representation of women in leadership positions and to further promote workplace flexibility.

Our Gender Equality Plan provides guidance for all individuals performing work

for or at Technikon.

We expect that everyone, from external service providers, partners, subcontractors, in-house consultants, trainees, employees, the management team and the shareholders will operate in and with the company in accordance with these principles.

Further, this Gender Equality Plan provides guidance on how to report and to handle gender equality breaches.

It also contains procedures on how to propose and foster equality improvements.

(1 https://eige.europa.eu/publications/gender-equality-index-2020-austria)

Guidelines

Women, men and gender diverse individuals have equal value and should receive equal treatment. Technikon's assumption is that a gender equal society enables our society to reach their full potential, so that all individuals can fully participate as equal partners.

We want to make a valuable contribution to a gender equal society, not only to respect human rights, but also to drive economic prosperity. One of our core principles is thus to ensure equal rights, responsibilities and opportunities of all individuals so that all can realise their full potential.

Employ diverse groups, as a selection of different talents, skills, and experiences is beneficial for and a great advantage to our organization. Gender equality in teams promotes an environment where innovation can flourish and may improve employee performance, as employees typically feel comfortable and motivated in an environment where inclusivity is a priority and equality is important.

Therefore, Technikon concerns itself with taking into consideration the interests, needs and priorities of people of different genders. We truly believe that everyone benefits from gender equality. It may prevent violence against women and drive economy. Consequently, Technikon aims to advance gender equality in its work force and actively promote equality between different genders.

Furthermore, we have always ensured that our communication and engagement is gender neutral and we strive for maintaining our reputation for inclusive behaviour. We must set all measures to further strengthen our recognition as an employer of choice for gender equality.

Sexual harassment or any discrimination on the grounds of gender are not tolerated at all. We aim for continuously ensuring that the biological characteristics as well as the social and cultural features, behaviours and needs of women and men are taken into consideration.

Commitment

Management and shareholders are fully committed to plan, drive and deliver on gender equality. This is seen as one of the key factors for effective change. Technikon's executive personnel take action in order to achieve gender equality across all aspects of our business, including employee participation, development of policies and programmes, and proper

communication and engagement internally and externally.

We ensure that developed policies apply to all work throughout the organization and effective implementation is secured by senior-level commitment and validation.

We are proactively fighting any upcoming consequences.

In order to ensure that we are making progress, gender equality issues are discussed at a senior leadership level, regular benchmarking as well as a continuous gender equality evaluation process are performed. Be Responsible is one of our business pillars. Everybody is instructed to act responsibly, meaning to ensure the proper implementation of ethical practice and the empowerment of diversity. To guarantee privacy and to mitigate risks is also part of this mission statement.

Employees with caring responsibilities at home are facing unprecedented challenges. Therefore, we establish and pur-

sue a strategy that leaves no one behind and allows economic re-entry strategies.

The COVID-19 pandemic pushes the transition towards digital economies, which require more digitally related jobs and skills. This may further widen the existing digital gender gap and create greater economic inequality. We are proactively fighting any upcoming consequences.

We are committed to building, sustaining and promoting gender equality within our workforce because gender is not a barrier to success.

Actions

Career development: For many years, we have taken measures in the area of developing careers of women, men and gender diverse employees. We are focussing on keeping up with fostering career development in the future.

We ensure that women and men have the same access to training and development, the same resources and opportunities/promotions regarding specific job roles and managerial positions. We grant them the same rights and treatment, regardless of their gender.

Technikon steadily supports the development of female employees towards leading project management roles. In

2020, 75% of our project managers were women. We have been increasing steadily the engagement of women in the role of EU project coordinators over the past years. Now we have reached a factor 26%. It is our goal to reach the level of 50% by 2023.

Gender pay gap: Our salaries and compensations are based solely on the task and responsibilities. All gratifications and salaries are reviewed and adjusted at least once per year. This process addresses any gender pay gap. No such gender pay gaps has yet been identified and this shall persist.

Creating awareness of gender inequality and gender-based violence can help to raise the importance of that problem within the society.

Workforce participation: Workforce participation concerns both recruitment and employment practices. During the recruitment and assignment process, we pay attention to use neutral language in all our job descriptions.

Interviews: Candidates are invited to an interview where both female and male interviewers participate in order to allow for different perspectives. During the selection process, we rely on a scoreboard, which helps us determining in an unbiased way which candidate has the skills and expertise necessary for the job and thus matches best our requirements.

We make sure that all employees have access to the same resources, opportunities and rewards regardless of their gender.

Work-life balance: We have implemented part-time opportunities for employees with child care obligations and established flexible work practices.

Technikon supports employees with children to have flexible working hours and is committed to maintaining and furthering the development of flexible work arrangements, e.g. part-time, flex-time, HomeOffice, etc.

Policies and programmes: Technikon is aware of and gives consideration to the differences in the lives of women and men and their participation in social and economic life. We consider that the gender impacts social roles and interactions and that individuals have different needs and interests. Therefore, we review and implement policies supporting gender diversity and inclusion.

Within our organization we continuously build capabilities to address and avoid unconscious bias and gender inequality practices. Designated gender equality advisors are empowered and represented on all levels, ensuring that the measures are properly implemented, evaluated and further developed.

Measures: Gender-based violence is both a cause and a consequence of gender inequality. The consequences of gender-based violence are devastating and can have life-long repercussions for survivors. Therefore, providing resources

to put an end to it is an important part of our work. We provide research, statistics and expertise to help understand the problem and the way it affects our societies.

In order to avoid gender-based violence we take certain measures. For instance, we create awareness of attitudes and question gender roles and stereotypes that make gender-based violence acceptable in society by including a gender equality dimension in all aspects of our company policies. Creating awareness of gender inequality and gender-based violence can help to raise the importance of that problem within the society.

We inform our employees what gender-based violence actually is, which forms it can take and foster awareness. Supervisors are trained in order to be able to identify, address and properly handle gender-based violence.

Reporting

It is part of our philosophy that any employee (and partner) should feel free to voice any concern about work-related matters without fear of reprisal. This means that it is up to any employee in a supervisory position to establish and maintain an atmosphere conducive to open and honest communication.

All individuals engaged or employed at Technikon are obliged to give, without any delay, notice of any sexual harassment and discrimination. In any case, assumptions of equality breaches may also be deposited anonymously.

The company is responsible for the comprehensive investigation of any reported matter pertaining to questionable or gender discriminating behaviour. Appropriate action will be taken in any

and all cases where there is a valid finding of wrongful conduct.

All employees should also be aware that intimidation, attempted intimidation and/or retaliation (attempted or otherwise) against a co-worker who has reported alleged wrongdoing is unacceptable and will be dealt with accordingly.

Any breaches shall be reported either to the supervisor or/and the company's ethics and gender advisor, Ms Françoise Jouffre (phone +43 4242 233 5544 / email: transgression@technikon.com).

Technikon's ethics and gender advisor will yearly report on the number of incidences. Since the establishment in the year 2020 no breach has been reported yet.

Improvements

We are constantly working on improvements and are open for suggestions from both inside and outside the company. We equate effective communication with respect.

Our employees can approach our board of management and/or designated gender equality advisors anytime and propose measures / actions for improvements. Any suggestion shall be forwarded either to the supervisor or/ and directly to the board of management (phone +43 4242 233 5566 / email: suggestion@technikon.com). There is also the possibility to do this anonymously.

WiTEC



Technikon strongly fosters women in technology and research. Therefore, to support this action Technikon has been partner of WiTEC – the European Association for Women in Science, Technology, Engineering and Mathematics (STEM) for more than 15 years. Within these 15 years, Technikon was the host of the European Headquarters for 4 years. The goals of WiTEC Europe are broad and range from the increase of the number of females studying STEM subjects, over the development of women's technical and entrepreneurial skills through training initiatives to the creation of

information exchanges and networking opportunities. Furthermore, WiTEC also supports initiatives to promote the Gender Mainstreaming Policy.

One of our female employees, an industrial engineer from Brazil briefly speaks about her experiences as a woman in the tech field, also motivating other women. Currently working as a project assistant in several European funded projects, our employee explains what might be helpful for the recruitment of career-minded women into the field of cybersecurity. Listen here to her experiences.

Approval

Our Gender Equality Strategy and Action Plan is a living document, which is update on a regular basis. We are continuously evaluating the KPI's and procedures, and we adjust our strategy for improvements.

Herbert Petautschnig

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Shareholder Representative



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